CROWN ZELLERBACH CORPORATION
CAMAS, WASHINGTON

Management REPORT

September 2, 1954 No. 85

GEORGE W. CHARTERS, Assistant Resident Manager, retired on September 1, after more than 25 years of CZ service, all of it spent at the Camas mill. Mr. Charters came in 1929 as Assistant Resident Manager with responsibility for engineering and maintenance. Other duties have included supervision of wood preparation, kraft mill rebuilding and supervision for 12 years, and constant attention to the varied problems of operation. He was one of the first instructors in the Paper School organized in 1933.

Charters has been continuously active in community organizations and guidance of youth groups. He resigned only last week from the presidency of the Camas Community Chest, where he has served with distinction for many years. Mr. and Mrs. Charters plan to continue making their home in this area. Two sons are with the Corporation, one at Central Engineering in Seattle, the other with the sales organization. A third son is doing specialized work at Boeing Aircraft, and a daughter is employed by United Airlines, Seattle.

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NUMBER OF LOST TIME ACCIDENTS

Year	Men	Women	Total
1944	111	2	113
1945	63	4	67
1946	54	1	55
1947	51	1	52
1948	45	1	46
1949	33	0	33
1950	30	1	31
1951	19	1	20
1952	24	0	24
1953	20	3	23
1954 (to-date)	12	0	11
Total	462	14	475

THE ACCOMPANYING FIGURES presented to committeemen at last week's general safety meeting may be of interest to others. They summarize the records of the last 10 years.

Gloris Miller, Converting, won the award by correctly recalling last month's safety slogan. Comment was made on the excellent work of the safety committee with special mention of the new feature of having women, appointed by the union, on the supervisor-employee committee. Women members are Ada Goiburn, Napkin; Adeline Wittler, Converting; Eunice Clough and Sybil Kelley, Bag Factory. Ned Self and Delbert Bush are co-chairmen.

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THE THIRD ACCIDENT for August occurred Friday at the Woodmill. Workmen were freeing a cant hung up on the transfer chains when a log rolled back severely bruising Herbert Puckett. PAPER MACH. MILLWRIGHTS have achieved 500 accident-free days.

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15 NEW CAMAS TEACHERS toured the mill Tues. morning. 20 teachers and administrators will visit the mill offices tomorrow (Friday) as one feature of Business-Industry-Education Day, sponsored by the Chamber of Commerce. A distinguished visitor on Tuesday this week was the Honorable Paul Williams, British House of Commons, London.

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JOSEPH CASPER, 58, Woodmill, passed away Tuesday after a brief illness. He had been employed since 1942. He leaves three daughters, one of whom is Dorothy Beardshear, Napkin dept. Services will be held Saturday, 9:30 A.M. at St. Thomas Catholic Church.

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PAPER PRODUCTION: 4,997 tons for the week; 729.6 tons daily average. No. 9 machine set a new record of 63.4 tons on Aug. 23. No. 14 had highest efficiency, 96.5%. No. 1 had 95.1%. SULFITE MILL; production, 1,252 tons: KRAFT BLEACH, 1880 tons: KRAFT MILL, 3,296 tons: BAG FACTORY, prod. 24,199 bales; shipped 30,183: CONVERTING, prod. 19,978; shipped 20,283: NAPKIN, prod. 10,322 cases; shipped 9,058: WAXED LUNCH ROLL, 2,925 cases; shipped, 3,236.

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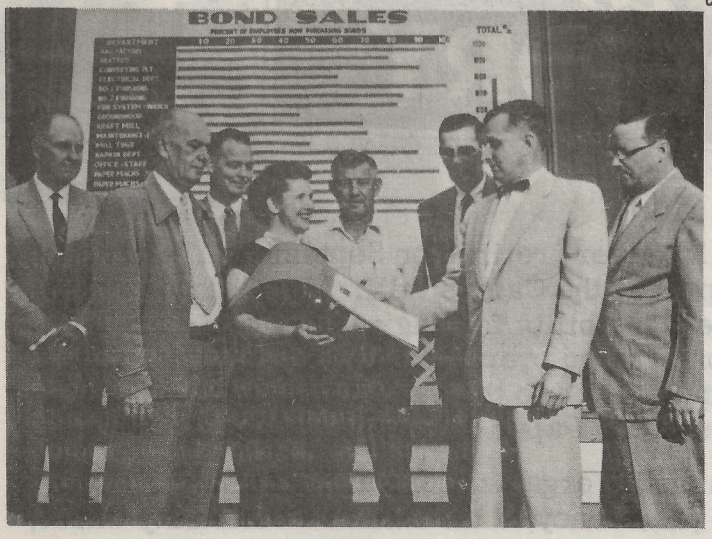
You Are Invited to Obtain Extra Copies of this Report from Your Supervisor to Share with Your Family and Friends.

SPECIAL RECOGNITION came to Camas CZ employees on Friday, August 27, when J. B. Matthews, representative of the U. S. Treasury department, came to the mill to express appreciation for the recent achievement in savings bond purchases. In behalf of the employees J. F. Robertson accepted the certificate reproduced in part below:



United States Treasury Award

Presented To **Crown Zellerbach Corp.**
of **Camas, Washington.**

For achievement in the United States Savings Bonds Program, dedicated to the economic strength of the nation and the financial independence of its citizens.

Presentation of U. S. Treasury award: (left to right) G. H. Gallaway, resident manager; J. F. Robertson, safety supervisor and bond sales chairman; Oscar Robertson, president, Papermakers, Local 130; Mrs. Peggy Kestie, safety dept. bond sales clerk; Fred Watson, president, Pulp & Sulfite, Local 100; J. B. Matthews, U. S. Treasury Dept.; T. R. Piele, Clark County bond sales chairman; A. A. McKenzie, supervisor, No. 1 Finishing Room, whose 85 employees were the only complete department to achieve 100 % bond purchase sign-up.

With the certificate of award was given a beautifully lettered copy of the prayer offered by President Eisenhower before the inaugural address on January 20, 1953. The frame was made by the Boys Club of Burlington, Vermont, from wood from the inaugural platform. The National Association of Greeting Card Publishers reproduced the prayer. Pittsburgh Plate Glass Company contributed the glass, and transportation companies donated their services. Thus in the words of the presentation,

> "... a unique award - the first Inaugural Prayer composed by a President for himself - framed for the first time in memento wood for a public and patriotic purpose - to be used as a Treasury Achievement Award for exceptional volunteer service in the United States Savings Bonds Program - a distinctive award created by volunteers, for volunteers, dedicated to the service of all Americans.'"

The certificate and President's Prayer are displayed at present in the frame at the main mill entrance. Later they will be placed at other entrances so that all employees who helped to achieve the splendid bond purchase record may also see the awards.

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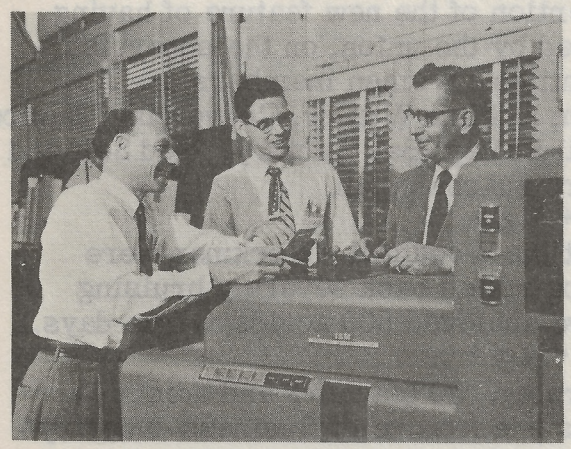

Supervisor Kieth Olson (right), assistants Carl Zimmerman (left) and Bernard Smith (center) confer at new machine.

A NEW ELECTRONIC CALCULATOR recently installed in CZ offices in the MacMaster building is the newest IBM (International Business Machine) equipment to be added to the calculators, tabulators, key punch machines, and sorters which have been turning out office reports for several years.

"Almost human" is the way supervisor Kieth Olsen describes the new machine. "More than human" said a visitor who watched it calculate in 30 minutes the weekly earnings for more than 2000 wage earners in the plant. These calculations included straight time, night differential, premium time for both, and the total. It calculates social security tax deductions, medical aid, withholding tax, bond purchases, and retirement plan payments and subtracts these deductions from the total earnings, arriving at the net earnings for each employe for each pay day: all this in 23 minutes. It runs the Camas payroll checks in $2\frac{1}{2}$ hours. The machine runs electronically on 1200 radio-type tubes at a speed of 50,000 cycles per second.

Since the installation of the electronic calculator, it becomes practical to compile more information than formerly; for instance, itemized reports on the sustained yield of tree farms, sizes of logs and inventories of equipment are now available within a few minutes. Calculations for tax purposes and various other reports are done here for CZ's northwest divisions and are mailed out daily. The statistical work has so increased with the new installation that a new member has been added to the eight men and women already employed in the IBM department. Besides those pictured, the staff includes J. A. (Bud) Gould, Marie Bafus, Marjorie Custis, Myrnie Stewart, Harriet Nelson, and newcomer John Sanders. All have had training to fit them for their highly specialized jobs. Jessie Donovan serves as vacation relief and part-time helper.

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